

FY2002 – 2004 MULTI-YEAR PERFORMANCE BASED INCENTIVE:

SECTION 1 GENERAL INFORMATION

Performance Incentive Number:	PBI-18
Performance Incentive Short Title:	INEEL Energy, Environmental, Engineering Technology, and Science Capability
Revision Number & Date:	Rev 1, November 2003
Maximum Available Incentive Fee:	\$1.0M for FY04
Performance Incentive Type:	<input checked="" type="checkbox"/> Base <input type="checkbox"/> Stretch <input type="checkbox"/> Superstretch
Duration:	<input type="checkbox"/> Annual <input checked="" type="checkbox"/> Multi-year
Fee Payment Type: (check appropriate box)	<input checked="" type="checkbox"/> Completion <input type="checkbox"/> Progress <input type="checkbox"/> Provisional

SECTION 2 PERFORMANCE OUTCOMES

Check Appropriate Box:

- X Outcome #1 Deliver science-based, engineered solutions.
- Outcome #2 Complete environmental cleanup responsibly.
- X Outcome #3 Provide leadership and support to optimize investments.
- X Outcome #4 Enhance scientific and technical talent, facilities, and equipment.

SECTION 3 PERFORMANCE MEASURES AND EXPECTATION (S)

List associated performance measures and performance expectations for FY02 through FY04. Identify associated PBS # for each performance measures as appropriate.

Measure 1: Maintain and enhance INEEL's energy, environmental, engineering technology and science capabilities by accomplishing key strategies described in the INEEL Strategic Plan.

Expectation 1: Accomplish the goals in the INEEL Energy, Environmental, Engineering Technology, and Science Strategic Achievement Plan. The Strategic Achievement Plan (SAP) will focus on three primary strategies outlined in the January 2003 INEEL Strategic Plan, Revision 1 as follows:

Strategy 1: Conduct leading-edge R&D focused on hydrogen production and infrastructure, biomass/whole-crop utilization, and other energy efficiency, renewable energy and fossil energy technologies that contribute to improving the nation's energy and environmental security.

Strategy 2: Facilitate completion of DOE's legacy cleanup and stewardship responsibilities.

Strategy 3: Conduct science and identify technologies that underpin solutions to DOE's mission).

Successful completion of 70% of the goals in the approved INEEL Energy, Environmental, Engineering Technology, and Science Strategic Achievement Plan is required to earn fee on this measure. To earn 100% of the fee will require accomplishing at least 93% of the goals in the SAP, which must be approved by DOE-ID. If the SAP requires revision during the life of this PBI, revisions to the plan must be approved DOE-ID. The Energy, Environmental, Engineering Technology and Science Strategic Achievement Plan will outline specific goals for assuring that INEEL capabilities on regional and national DOE R&D challenges related to energy and environmental security.

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SECTION 4 FEE SCHEDULE

Identify fee payment schedule for the PBI and the type of payments to be made (e.g., provisional, progress, final) and the basis of the payment (e.g., per canister completed, per assembly, earned value, etc.)

The measures, schedule, and payment basis will be rated on measurable performance expectations and objective milestones and deliverables. The opportunity is provided to the contractor to earn additional award fee commensurate with realized increases in associated base funding.

Expectation 1: Fees will be paid based upon the percentage of goals achieved in the INEEL Energy, Environmental, Engineering Technology, and Science Strategic Achievement Plan for the fiscal year. (\$800K FY03, \$1.0M FY04) Fees will be earned by strategy per the following schedule:

>93% -- \$1000K
90-92% -- \$900k
85-89% -- \$800k
80-84% -- \$600k
75-79% -- \$450k
70-74% -- \$375k
<70% --no fee

SECTION 5 PERFORMANCE REQUIREMENTS

PREVIOUS YEAR'S GATEWAY: *(Describe previous year's gateway (if applicable) that must be completed before fee can be paid under this performance measure. The requirements listed below are the gateway only requirements for this Performance Measure.)*

It is related to FY01 measures 2.2.4.1, 2.2.4.2, 4.5.1.2, and 4.5.1.3 as well as FY02 PBI 12 and PBI 17.

GENERAL REQUIREMENTS: *(Describe other performance required beyond those stated in measure or expectation such as cost constraints or requirements contained in the approved project plan.)*

DEFINE COMPLETION: *(Specify performance elements and describe indicators of success [quality/progress]. Include baseline documentation/data against which completion documentation should be compared.) (Stretch goals must be documented by Baseline Change Proposals including documented and verified baselines which are approved by the CO.)*

The Measures, schedule, and payment basis will be rated on objective milestones and deliverables.

COMPLETE DOCUMENTS LIST: *(List document(s) that should be submitted, data that should be available, actions to be taken by evaluator to determine actual performance to the requirements stated above.)*

The current list of Measures and documents are defined section 3 above.

ASSUMPTIONS/TECHNICAL BOUNDARY CONDITIONS AND REMEDY STATED: *(List foreseeable impacts to performance, which are not covered under the Contract. If the assumption or condition proves false the remedy shall be in effect. If remedy is not possible the next step is renegotiation.)*

None.